UNITED STATES MARINE CORPS
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Marine Corps Communications-Electronics School
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STUDENT HANDOUT
(SH)

Marine Air Command and Control System 200 Level
MACCS TRAINING AND READINESS (T&R)

LESSON DESIGNATOR: A-10

LESSON TITLE: MACCS Training and Readiness

I. ENABLING LEARNING OBJECTIVES: None.

II. LESSON PLAN/OVERVIEW: The purpose of this lesson is to
familiarize the student with the Training and Readiness Manual,
MACCS Performance Record, and the Aviation Training and Readiness
Information Management System (ATRIMS).

III. STUDENT INSTRUCTIONS: None.

IV. PRESENTATION OUTLINE:

    A. The Training & Readiness Document was originally
developed as a training tool for aircrew. Its original charter
was to standardize the various methods for training aircrew to
fly specific missions. One of the key lessons learned during the
Vietnam War was that there was no well-defined system to train
separate units for a single mission. Lack of training standards
led to "localized procedures", which were widely interpreted as
"make it up as you go along". This situation was unacceptable.
A system had to be incorporated that established the best
possible means to accomplish each task. The system had to be
flexible enough so that changes in tactics and procedures could
be readily incorporated.

    B. In January 1985, the Deputy Chief of Staff for Training
was given the responsibility for developing training standards
for mission performance, identification of deficiencies, and
formulating training plans to increase combat readiness.

    C. Development began with a review of the training methods
in use at the time. The review indicated that there was a
glaring lack of standardization and requirements for a system of
evaluation standards, that applied equally to all like FMF units.

D. Training at the time was oriented towards personnel, equipment and systems, but inadequately emphasized unit mission readiness as a whole. Too much fleet emphasis was placed on management aspects and appearance, rather than training. Prior to the T&R of today, MOS training and qualification standards were loosely applied and poorly documented. This resulted in extremely subjective judgements by evaluators. Basically there were no accepted standards which defined mission performance.

E. After extensive experimentation, the Training and Readiness (T&R) system was established. Its purpose was not to dictate the training to be conducted, but to focus the training toward a certain mission. Eventually the T&R system became the accepted method for training all aviation related units.

F. The volumes of the complete T&R series are:

    Volume I   General
    Volume II   TACAIR
    Volume III   Rotary Wing
    Volume IV   Support Aircraft (i.e. C-9, C-12, T-39...)
    Volume V   MACCS
    Volume VI   Special (i.e. UAV)

1. Volume I. T&R Volume I provides administrative guidance for the trainer on how to use their specific portion of the T&R. Outlined in this volume are the training phases or levels. T&R defines four levels at which each Marine is acknowledged to be capable of completing. With each of these levels is a Marine's Training Readiness Percentage (TRP). Simply stated, the TRP is the numeric value of the training they have accomplished. Each event is weighted with a specific value. Some events are more heavily weighted than others and some are predicated on the accomplishment of another event. The Training phases or levels are as follows:

    a. Combat Capable training (100 level) is that training that is primarily conducted at the initial MOS school. It includes MACCS familiarization, system/equipment orientation, initial crew procedures, and initial training in tactics and weapons systems. Proficiency will be developed during follow on training. At the conclusion of this phase the Marine will be 60% qualified in their MOS.

    b. Combat Ready qualifications (200 level) are those qualifications normally made available to fairly inexperienced personnel. This tier should take the individual who has completed initial MOS skills training and make him or her

proficient in core competencies. At the end of this phase of training the Marine is considered 75% qualified in their MOS.

        c.   Combat Qualified training (300 level) tier is that portion of the model that produces core competent combat leaders and crew members. The personnel that are being trained in the combat qualification tier are those Marines a commanding officer feels are capable of directing the actions of subordinates during wartime scenarios. The Marine will be 95% qualified in their MOS upon completion of this phase of training.

        d.   Full Combat Qualified training tier (400 level) is reserved for large scale integrated missions and/or events having unique mission taskings. Personnel that complete this tier have achieved core-plus skills and are capable of the most demanding combat tasks. In some cases, higher echelon supervisory position training and qualifications may be reflected where the development of a separate T&R syllabus is not practical or warranted. These personnel are the most experienced personnel within a unit. They are expected to display the maturity and tactical acumen commensurate with this status on a daily basis, and assist the commanding officer with oversight of the unit training program.

        e.   Requirements, Qualifications and Designations section tracks special skills (600 level). These skills are not prerequisite to combat qualification or the ability to function as combat leaders, but are those for which a certain number of trained individuals or crews must be maintained to accomplish special missions or tasks. These skills and qualifications include such things as flight physicals/physiology, vehicle/generator licensing and have no bearing on an individuals TRP.

        2.   Volume V. Volume V of the T&R is made up of chapters on the specific agencies/positions within the MACCS. Individual training requirements, lectures, and chaining of events constitute much of Volume V.

        a.   Conversion/Refresher training is also allotted for in the T&R. This type of training is generally not distinct from standard MOS training. It is a list of specifically chosen events from the T&R syllabus. As with T&R as a whole, any event in the conversion/refresher training syllabus is waiverable by the Commanding Officer of the unit involved. An example of conversion training would be when the HMD replaces the TSQ 155. Another example might be going from a single seat to two seater F-18. Refresher training is required when a Marine returns from a non-FMF tour such as drill instructor, and recruiting duty.

b. Proficiency vs. Currency. Two measures of training are established in the T&R syllabus, proficiency and currency. Proficiency is a function of skill that must be demonstrated to a qualified and designated evaluator. These evaluations are based on measurable skills, in a garrison or field environment. The evaluations are similar to the individual training standards established for non-aviation units. Currency is also strictly defined in the T&R syllabus. Currency is based on an agreed upon interval wherein skills must be refreshed/reevaluated to maintain qualification.

c. Evaluation is the critical active phase of system training. Evaluation can be accomplished by utilizing the following means:

(1) Post Exercise Evaluation. Post exercise evaluation should be conducted by the leader that most closely observes the training, is competent to adequately evaluate, and is responsible for mission accomplishment. In the MACCS units, the leader is generally tied to his crew position or tactical billet. However, the Commanding Officer or the individual T&R chapter may designate specific individuals authorized to evaluate MOS training in order to standardize evaluations and qualifications.

(2) Sampling. Sampling can simply be the CO or OpsO randomly observing a position or an individuals performance on a given exercise.

(3) On-the-job observations. This is a form of evaluation of an individual Marines performance by someone beyond the normal T&R evaluator.

(4) External/Higher Headquarters Evaluations. This type of evaluation could involve an evaluation by a recognized expert.

G. MACCS Performance Record (MPR).

1. The MPR (NAVMC 2898) is a tool for the training manager to consolidate all appropriate training credited to, and documentation on, an individual Marine. When used correctly, the MPR provides the unit and/or detachment leader with a comprehensive background on the capability, experience and weakness of each Marine with a MACCS MOS in the unit.

2. The content of the MPR is as follows:

Section I.   Privacy Act Statement
              Record of Training/Audit

Section II.   T&R Syllabus evaluated events
                                  Evaluation forms
                                  ATRIMS transfer data sheets

                    Section III. Weapons System/Position Qualification
                                 Net summary of crew position

                    Section IV.   T&R Syllabus required lectures
                                  Other ground school training

        3. A common problem with the administration of the
MPR's is that they are either ignored by unit leaders or that
evaluations are an exercise in "checking the appropriate blocks."
Evaluation forms are designed to be qualitative appraisals on the
performance of the individual Marine. If completed properly they
can be used by the next unit leader to tailor the training of the
given Marine to his weakness' and shortcomings. Ultimately, it
is the individual Marine's responsibility to ensure that their
MPR is up to date and current.

    H.   Aviation Training and Readiness Management System.
Aviation Training and Readiness Information Management System
(ATRIMS) is a special purpose training management tool that was
designed and developed specifically for the training manager in
aviation and MACCS units. ATRIMS automates the T&R syllabus
requirements.

    I.   T&R System. T&R is a system designed to be progressive.
It takes a Marine from completion of MOS school to full combat
qualification. Failure to use T&R in the squadron MOS training
program is not only counter to Marine Corps Order, but is a lost
opportunity to conduct training that has been standardized in the
Marine Air Command and Control community.

V. DEMO/APP: None.

References:

MCO 3500.19
MCO 3500.12B
MCO 3501.1C
MCO 3501.9B
ATRIMS USERS GUIDE

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